

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

HR COMMITTEE MEMBERS PRESENT: Marsik; Duchac; Frohling; Greshay; and Schmidt.

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Wednesday, April 22, 2015 at 9:00 A.M., in meeting room 4-C located on the fourth floor of the Administration Building.

ALSO PRESENT: Joseph Rains, Human Resources Director; Sarah Eske, Human Resources Analyst; James Mielke, County Administrator; Sheila Drays, Division Manager; Leann Schultz, Insurance and Benefits Coordinator; Sara Hames, Vice President, Hays Companies of Wisconsin; Chris Virlee, Benefits Consultant, Hays Companies of Wisconsin.

Meeting called to order by Marsik at 9:00 a.m.

Roll call was taken. All members present.

Rains verified that the meeting was noticed in compliance with the Open Meetings Law.

Motion by Greshay to approve the agenda and allow the Chairperson to go out of order to efficiently conduct the meeting. Second by Duchac. Motion carried.

Marsik asked if anyone present had any public comments. None.

Motion by Frohling to approve the minutes of the April 7, 2015 regular meeting of the Human Resources and Labor Negotiations Committee. Second by Duchac to approve the minutes. Motion carried.

Drays informed the Committee that a conditional offer of employment has been made to a candidate to refill the vacancy of Human Services Supervisor-ADRC/Aging Services. Drays indicated that this offer is contingent upon the Committee's approval of her recommendation to start the candidate at step 5 of labor grade 9, \$29.29. Drays stated she is recommending this starting wage due to the vast experience and knowledge this candidate will be bringing to Dodge County. Drays answered questions from Committee members. Mielke indicated he also recommends this starting wage.

Motion by Greshay to approve the recommendation as presented. Second by Frohling. Motion carried.

Sara Hames and Chris Virlee presented the health insurance survey results to the Committee members. They explained the results in detail and answered questions from Committee members. After the lengthy presentation and discussion it was the consensus of the Committee to add an item to the next Committee meeting agenda to further discuss the results and discuss whether the Committee will recommend the County Board move forward with Phase 2 of the health insurance study. The consensus of the Committee was that a special meeting of this Committee may be needed the week of May 11, 2015 pending the outcome of the discussion at the next meeting.

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Eske gave the Committee an update on the Kronos Project and answered questions from the Committee members.

The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

One (1) Sign Shop Helper - F.T., Highway Department
One (1) Welder – F.T., Highway Department
One (1) Human Resource Assistant II – F.T., Human Resources Department
One (1) Imaging Technician–Intern–Seasonal, Land Resources and Parks Department

Motion by Duchac to approve the Personnel Requisitions as presented. Second by Frohling. Motion carried.

Leave of Absence: None.

The Committee reviewed the Salary, Wage, and Status changes as presented.

NEW HIRE – UNION: None. RE-HIRE – UNION: None. RECLASSIFICATION – UNION: None. STEP INCREASE – UNION: None. NEW HIRE: Carin A. Eckes, Correctional Officer, Sheriff's Department – Jail Division at \$18.34, Pay Grade DC04, Step ST04 effective 04-14-15. RE-HIRE: None. LIMITED TERM/SEASONAL: Kay M. Kiser, Park Attendant-Astico, Land Resources & Parks Department at \$12.13, Pay Grade MSC13, Step 03Y3 effective 04-15-15; Joseph K. Schaefer, Park Caretaker-Ledge Park, Land Resources & Parks Department at \$11.34, Pay Grade MSC06, Step 03Y3 effective 04-15-15; Susan M. Schaefer, Park Attendant-Ledge Park, Land Resources & Parks Department at \$12.13, Pay Grade MSC13, Step 03Y3 effective 04-15-15; John A. Sevenz, Jr., Park Caretaker-Harnischfeger Park, Land Resources & Parks Department at \$11.34, Pay Grade MSC06, Step 03Y3 effective 04-15-15; Phillip H. Worthen, Park Caretaker-Astico Park, Land Resources & Parks Department at \$10.99, Pay Grade MSC06, Step 02Y2 effective 04-15-15; Cassandra L. Meyer, Livestock and Dairy Youth Summer Intern, U.W. Extension Department at \$10.00, Pay Grade MSC 19, Step 01ST, effective 05-26-15. RECLASSIFICATION: Edward W. Oestreich, Transportation Driver, Human Services & Health Department at \$12.16, Pay Grade MSC17, Step 01ST effective 04-13-15; Megan A. Tobian, Economic Support Specialist I, Human Services & Health Department at \$16.66, Pay Grade DC04, Step ST01 effective 04-09-15; Daniel D. Schultz, Park Foreman, Land Resources & Parks Department at \$22.44, Pay Grade DC07, Step ST01 effective 04-07-15. STEP INCREASE: Robert E. Griffith, Print Shop Technician, Central Service Department at \$19.37, Pay Grade DC03, Step S12B effective 05-15-15; Sheila M. Davidson, Deputy Clerk of Courts, Clerk of Courts Department at \$19.28, Pay Grade DC04, Step S07A effective 05-14-15; Brian R. Field, Highway Commissioner, Highway Department at \$47.12, Pay Grade DC15, Step S07A effective 04-07-15; James R. Jahn, Utility II/Truck Driver, Highway Department at \$17.61, Pay Grade DC04, Step ST03 effective 05-27-15; Brian L. Otto, Equipment Operator East, Highway Department at \$22.57, Pay Grade DC05, Step S09A effective 05-15-15; Jaime L. Payne, Account Clerk II-Highway, Highway Department at \$20.47, Pay Grade DC04, Step S09B effective 05-05-15; Tracy L. Barilani, Counselor III–Case Manager Mental Health, Human Services & Health Department at \$23.08, Pay Grade DC07, Step ST02 effective 03-04-15; Carrie J. Bunker, Account Clerk III, Human Services & Health

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Department at \$19.04, Pay Grade DC04, Step ST06 effective 04-11-15; Ann M. Falkinham, RN Case Manager-Community Support, Human Services & Health Department at \$29.58, Pay Grade DC08, Step S09A effective 04-22-15; Karen J. Ferstl, Home & Financial Advisor II-CPS, Human Services & Health Department at \$17.14, Pay Grade DC04, Step ST02 effective 05-01-15; Paul J. Ferstl, Jr., Counselor II-Case Manager Mental Health, Human Services & Health Department at \$21.68, Pay Grade DC06, Step ST03 effective 05-03-15; Yvonne M. Hopkins, Economic Support Specialist II, Human Services & Health Department at \$20.18, Pay Grade DC05, Step ST04 effective 04-01-15; Diane E. LaLonde, Senior Social Worker Juvenile Court Ongoing, Human Services & Health Department at \$29.58, Pay Grade DC08, Step S09A effective 04-22-15; Jody R. Langfeldt, HS Supervisor-Public Health, Human Services & Health Department at \$37.10, Pay Grade DC12, Step S07A effective 04-23-15; Shelby J. Miller, Administrative Services Coordinator, Human Services & Health Department at \$23.72, Pay Grade DC07, Step ST03 effective 05-07-15; Lina M. Rooney, RN Public Health, Human Services & Health Department at \$31.32, Pay Grade DC08, Step S11B effective 05-17-15; Christine C. Shanahan, Counselor III Children with Disabilities, Human Services & Health Department at \$28.20, Pay Grade DC07, Step S10B effective 05-23-15; Janet A. Wimmer, Director Human Services & Health Department, Human Services & Health Department at \$47.12, Pay Grade DC16, Step ST03 effective 04-15-15; Melissa M. Zarczynski, Senior Social Worker Juvenile Court Intake, Human Services & Health Department at \$28.88, Pay Grade DC08, Step S08A effective 04-05-15; Diane C. Dahl, Deputy Secretary, Sheriff's Department-Criminal Div. at \$20.21, Pay Grade DC03, Step S14B effective 05-03-15; Scott G. Smith, Chief Deputy, Sheriff's Department at \$38.98, Pay Grade DC14, Step ST03 effective 06-07-15. NON-SCHEDULED INCREASE: None.

The Committee reviewed the Orientation Period Reports as presented.

Committee Member Reports: None.

HR Director's Report:

- a) Disciplinary Actions: Rains informed the Committee that an employee of the Highway Department was given the opportunity to resign after it was discovered he had violated County policy. Rains indicated that the employee chose to resign.
- b) Grievances and Arbitrations: None.

Future Agenda Items: Discussion and consideration regarding the health insurance survey and next steps needed.

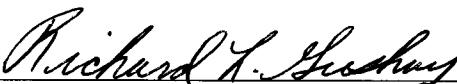
Discussion regarding compression of wages between Sworn Union employees and Command Staff.

Future Meeting Dates and Times:

The next scheduled meetings of the Human Resources and Labor Negotiations Committee are **regular meetings on Tuesday, May 5, 2015 and Tuesday, May 19, 2015 at 9:00 a.m.**, both of which will be held in room 4C of the Administration Building.

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Meeting adjourned by order of the Chair at 11:13 a.m.


Richard Greshay, Secretary


Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.